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## MEASURES FOR DEALING WITH LABOR DISPUTES

The Shang-hai General Labor Union on 13 March 1949 received from the Shang-hai-Wu-sung Garrison Headquarters a communication setting forth the measures adopted for dealing with labor disputes that may arise between local employers and employees. The main items follow:

1. Should disputes arise between the employers and employees of public-utility companies or mills and factories, application should first be made without delay to the Bureau of Social Affairs for adjustment according to law, and then settlement should be peaceably awaited. Under no circumstances or pretext whatever should workers resort to a strike or adopt "go-slow" tactics. If this order should be deliberately disobeyed in order to disturb the peace and foment a riot, this Headquarters will strictly enforce the martial law regulations and punish the leading offenders without leniency.
2. When the settling of a labor dispute by the Bureau of Social Affairs is taking place, the Office of Investigation (of this Headquarters) shall send deputies to be present in order to see that the laborers do not make any unreasonable demands or take illegal action.
3. Should either party to the dispute decline to accept the settlement (advised by the mediators) or start a strike or a "go slow" movement, the Bureau of Social Affairs should first notify the Police Department to send men to the scene to suppress the disturbance and restore order within a certain time limit.
4. Upon notification that action taken by the Police is ineffective, this Headquarters will dispatch soldiers to compel a return to work and to arrest, bring to trial, and severely punish the leading instigators.
5. It is the duty of the various police stations at all times to maintain close supervision of the public-utility works and other factories of the area for which they are responsible. If it is found that labor

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disturbances are being instigated, they shall notify the Investigation Office to deal with the matter.

6. The chairman of the management committee of each labor union should absolutely control the actions of the laborers, and if they resort to any illegal action, he must bear joint responsibility and shall be subject to punishment according to law.

The General Trade Union, upon receipt of the afore-mentioned communication, convened a special meeting of the management and supervision committees for discussing the situation. It was their view that the orders were unfair to the laborers because no reference was made to the other party to the dispute. Again, although the settlement advised by the mediators might not be accepted by both parties forthwith, so long as public peace and order were not affected, efforts to settle the dispute by arbitration should not be abandoned. Before ascertaining who was responsible for the occurrence of the dispute or the merits of the case, it was unjust to hold the chairman of a labor union jointly guilty of a crime and hence punishable; the effect of such an order would be to bring about a dissolution of labor organizations, cause confusion in society, and defeat the main purpose of the authorities. It was decided to appoint ten officers of the General Labor Union to proceed on 16 March 1949 to the Bureau of Social Affairs and the Garrison Headquarters to present their petition for equitable treatment.

The officers thus delegated are as follows:

Chou Hsueh-hsiang	Chairman, management committee
Liang Yung-chang	Secretary General of the Union
Ch'iu Chang-chiang	Member, management committee; employed by the Union
Huang Yush-hsiang	Member, management committee; employed by the Union
Feng Ya-ying	Member, management committee; Volunteer
Wu Kuo-ying	Member, management committee; Volunteer
Ts'ai Hui'chun	Member, management committee; Volunteer
Shao Pao-lin	Member, management committee Volunteer
Fang Ju-shu	Supervisor employed by the union
Yeh Hsiang-kao	" " " " "

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